

**VILLAGE OF COMMERCIAL POINT  
COUNCIL MEETING MINUTES  
December 1, 2014**

Mayor Hammond called the meeting to order, followed by the Pledge of Allegiance. Mayor Hammond then asked for a Moment of Silence to honor our Men and Women; Past and Present; for their Military Service to our Country. Fiscal Officer Hastings took roll call with the following members present: Mr. Sadler, Mr. Geiger, Mr. Wissinger, Mr. Shelton and Mr. Laxton. Solicitor Hess and Engineer Grosse were also in attendance.

Mr. Shelton made a motion, seconded by Mr. Sadler to approve the November 3, 2014 Regular Council Meeting Minutes. All members were in favor. The motion passed.

**Administrative Reports:**

A. Mayor's Report – Mayor Hammond's report is attached.

B. Village Engineer's Report – Engineer Grosse updated Council on a few things. He said he would like to see sidewalks on the agenda for next year. He said there are three basic subdivisions in Commercial Point, Chestnut Estates, Walker Point and Genoa Crossing. Engineer Grosse said presently Walker Point is the only one that is tied into the Village with a walk path. He said that he has looked into the possibility of Chestnut and Genoa being tied in as well. He said Chestnut Estates is still cost prohibited. He feels once the development in that area grows, the possibility of getting the developers involved with possible sidewalks leading into the Village will be an option. Engineer Grosse would like for Council to consider placing a sidewalk up Front Street to Genoa Crossing for 2015. He said it would go from Congress Street north to Genoa Crossing. He said this would allow the young people who live in Genoa to get to the schools by way of sidewalks and would keep them off the street. He said the sidewalks that have already been put in are getting a lot of use. Engineer Grosse said the estimated cost is approximately \$ 150,000. He said two structures would have to be built to get across the two creeks that we have. Engineer Grosse said he had spoken with Mr. Wissinger regarding paving projects for this coming year. He said there are some base repairs around the Village that are in need of being done. He said in the spring, he would like to do another crack sealing project and maybe a little bit of mill and paving. He feels somewhere between \$ 100,000 and \$ 120,000 would be the cost. Engineer Grosse said there are a few roads that we will need to repave in the next few years. He feels Walnut Creek Dr. in West Scioto Green will need to be milled and paved and could be a project for 2016. Engineer Grosse said something will need to be done on Walker Road eventually. He said this road gets a lot of traffic and if we don't do anything to it, it will continue to weaken and we will have to spend a lot of funds to get it replaced. He said since we only own half of the road, some type of arrangement will have to be made with the township. Engineer Grosse said this should be done sometime within the next year.

Engineer Grosse said there is a meeting scheduled for tomorrow for new development north of Chestnut Estates. TIFS and utility extensions are part of the discussion for the meeting. Engineer Grosse said after the above mentioned meeting, he and Solicitor Hess will be meeting to talk about the alleys in the Village and hopefully have legislation ready for the first part of 2015 for Council to consider. Mr. Shelton asked about holding public meetings regarding the closing of the alleys. Solicitor Hess said that will be part of their discussion and a schedule will be put together to keep Council informed.

Engineer Grosse said the other well had been drilled and it did not produce what he had hoped for. The test well looked promising, however the production well did not produce. His recommendation is to abandon this site. He said the next step will be to move further south along the river. He said Columbus has a 12" well site in that area that produces 3,500 gallons a minute. He said the next step would be to talk to some of the property owners in that area and go from there. Mr. Sadler asked about our contract with Lehman Farms. Engineer Grosse said we would just let it expire. He said he would contact their attorney and let them know our decision. Mr. Sadler asked if Engineer Grosse felt that there were no other hotspots on this piece of property. Engineer Grosse said he didn't want to spend hundreds of thousands of dollars and find nothing.

C. Village Solicitor's Report – Solicitor Hess said there were a number of pieces of legislation for tonight. He said Resolution 17-2014 is a resolution dealing with the temporary budget. He said there were a number of resolutions for first reading. He said resolutions 20 & 21 are dealing with ratifying the realignment of monies. He said Resolution 22 is to go into contract for his services. He said is

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current contract is up. This new one is a two year contract which is the amount of time that the legal statute allows for a Solicitor contract. He said the proposed contract is the same as the last one with no increases. Solicitor Hess informed Council that they can go into Executive Session to discuss their legal needs if they so choose. Solicitor Hess said the final ordinance on tonight's agenda has to do with the reduction of the income tax rate. He said this had been discussed at several prior meetings.

Solicitor Hess informed Council that the EEOC complaint that had been filed against us by a previous employee, has been dismissed. He said we had received a letter stating the reason for dismissal was: Based upon its investigation, the EEOC is unable to conclude that a violation of the statute had occurred. He said there were no findings of any violations. He said we no longer have any type of litigation going on with the US EEOC. He said the issue with the State EEOC had also been resolved. Mr. Shelton asked when the State EEOC issue was resolved, was it done with no cost to the Village. Solicitor Hess said there were no monetary findings. He said he had attended a mediation where everything was resolved without monetary findings.

D. Police Department Report – No report

E. Village Administrator – No report

F. Fiscal Officer Report – No report – bank statement was not received.

**Legislative Reports:**

1. Randy Shelton – Nothing to report
2. Nicole Evans – Nothing to report
3. Clarence Wissinger – Nothing to report
4. David Sadler – Mr. Sadler said he had reached out to the Sheriff, Chief of Police at South Bloomfield and Chief Jordan. He said he was trying to figure out how many hours of service per resident each one of these people provided. He said he hadn't done an analysis as of yet.
5. Mark Geiger – Nothing to report
6. Brad Laxton – Mr. Laxton said he had received a phone call from the Mayor of Williamsport regarding the coverage they receive from the Sheriff's office. He told Mr. Laxton that since the new Sheriff had been in office, he was very satisfied with the coverage and feels that he gets everything that he is paying for. He said anytime he has needed the Sheriff for extra things, the Sheriff has always been there.

At this time, Mayor Hammond read from a letter that he had Fiscal Officer Hastings email to Council this past Wednesday. (Attached) He read, "The topic of benefits, wages and positions has been a continued item of discussion. I have given much thought and prayer as to how to address all these items and yet be fiscal responsible. The following are my suggestions, using present and suggested changes." Mayor Hammond continued through the email and pointed out a few changes he needed to make. He said the Part Time Police Chief position suggested rate should read \$ 16 - \$ 20/hour, the Part Time Police Officer position should be \$ 12 - \$ 16/hour. Mayor Hammond said if everyone was at the top end of the pay scale, including worker's comp, OPERS and Medicare, the total increase would be less than

\$ 20,000. Mayor Hammond said the reason he is making these suggestions is because the Village and Council has decided they do want a police department and we want to get and keep good utility operators. He said we don't want to get them trained and loose them. He said if we can create a situation where there is a spread and you can reward people, for example more experienced, we can have a little more latitude. He said he carefully thought this out and if he or anyone else in his position wanted to take advantage of these wages, they certainly could, however Council has the control when it comes to funding the positions. Mayor Hammond said after he did his due diligence, he feels this is a fair recommendation. He concluded with the following sentence from the letter: "These are suggestions only but I feel if we are going to attract and retain good associates, we must be more competitive. Please call, text or email me if you have any questions. This will be on the agenda for Monday, December 1, 2014. Respectfully yours, Joe Hammond." Mr. Sadler asked Mayor Hammond if he was proposing to go from 106 hours now funded, down to 76 hours of coverage. Mayor Hammond said no. He said Council wanted 90 hours of coverage and that is where we are now. Mr. Shelton said it was discussed at a COW meeting where he recommended getting to the 90 hours of coverage before discussing anything additional. Mr. Shelton said it was only recommended and discussed at the COW since no decisions were able to be made. Mayor Hammond said the less than 30 hour position is still on the email that he sent out to Council. Mr. Sadler questioned the number of hours of coverage again. He said we have a Chief position at 30 hours, we are doing away with the Sergeant position of 30 hours, and we have an officer position

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of 30 hours and an officer position of less than 30 hours. He feels this will give us 76 hours of coverage. Fiscal Officer Hastings said the Police Officer 30 hour position is just a position and not the number of officers we can have at this position. Mayor Hammond said we have (1) Chief position at 30 hours and (2) officer positions at 30 hours each totaling 90 hours of coverage per week. Mr. Sadler asked how many hours the 4<sup>th</sup> officer would be working. Mayor Hammond said we do not have a 4<sup>th</sup> officer. Mr. Sadler said we have the position and asked Mayor Hammond if he was going to fill the position. Mayor Hammond said that would be up to the Council and Chief Jordan. He said as of last night when the new officer accepted a 30 hour position, he feels he has completed the request of Council to have 90 hours of coverage a week. Mr. Sadler said he appreciated Mayor Hammond getting the positions filled and 90 hours of coverage, however he thinks the total is 106 hours of coverage. Again, Mayor Hammond said that is a decision of Council. Mr. Sadler said the position was funded in 2014 and the preliminary budget for 2015 also includes this position. Mayor Hammond said there will be a budget meeting for Council to decide. Mr. Shelton said he is not going to change his position. He said we haven't had any success in the past with 90 hours, why would we want to add more hours when we can't get to the 90. Mr. Geiger said his opinion is if the position is there, why wouldn't we fill it? It is more coverage. Mayor Hammond said the proposal that he presented is not how many hours of coverage do we need, however it is regarding the wage schedule. He said the amount of coverage can be discussed at the COW, with the Chief or wherever Council chooses to do so and that he was just presenting a suggested pay schedule to get and retain better employees. Mr. Sadler asked if these figures were being proposed for 2015. Mayor Hammond said he was wanting this to be effective December 6, 2014 which is the beginning of a new pay period. Mayor Hammond said this didn't mean anyone was going to get an increase in pay right away. Mayor Hammond said he already has wage agreements with the two new officers that are still within the range of this year's schedule. He said the new position that Mr. Cline is taking is within the current rate schedule as well. Mayor Hammond made these suggestions because he felt our ranges were too narrow. Mr. Shelton asked why this needed to be amended now rather than wait until the January meeting when we discuss the Employee Guidelines and Employee Pay Schedule. Mayor Hammond said if we wait, the ranges won't go into effect until March 2015. He feels this is too far out and wants to get it effective with the beginning of the year. Mayor Hammond said this will help Council with the budget numbers as well. Mr. Laxton asked if what Mayor Hammond presented is enough to retain good officers. Mayor Hammond said once a good officer gets trained and a Utility employee gets trained and gets their license, he feels these wages will need to continue to increase to keep these employees. Mayor Hammond said he feels everyone has received some pretty good raises since he has been on board, however they still aren't being paid excellent money. He feels wages are a whole lot better than where they were and he would like to see them get better. Mayor Hammond said if Council would like to make suggestions to his recommendations, it would be fine. Mr. Shelton said one of the recommendations he made at the COW meeting was to increase the wages for the police officers so that we are not a training ground. He feels what Mayor Hammond has presented is a step in the right direction. He said Council needs to decide how they are going to fund these positions for next year. Mr. Shelton asked Mayor Hammond if the two new police officers wages and the new utility full time employee wages fit into the current pay schedule. Mayor Hammond said that they did. Mayor Hammond said every current employee's wages including the new officers, fit into the current pay schedule. Mayor Hammond said the only person up for a review is our Utility Plant Superintendent. Mr. Sadler made a suggestion to increase the less than 30 hour position wages to \$ 12 - \$ 16/hour to equal the 30 hour position wages. Mr. Sadler feels they have the same qualifications, just working less hours. All of Council agreed with this recommendation. Mr. Sadler made a motion, seconded by Mr. Laxton to approve the Administrative Employees Wage Payment Schedule. A roll call vote was taken: Mr. Shelton – yes; Mr. Wissinger – yes; Mr. Sadler – yes; Mr. Geiger – yes; Mr. Laxton – yes. The motion passed.

At this time, Solicitor Hess informed Council that we had received a letter regarding the liquor permits in the Village were going to expire on February 1, 2015. He said all objections had to be postmarked by January 2, 2015 including legislation as to why Council would object. Mr. Shelton asked Officer Kelly if the police department had any personnel issues that would make Council decide to have a hearing. Officer Kelly said he would leave that for Chief Jordan to answer. Solicitor Hess said he would speak with Chief Jordan to see if he has any concerns. If Council chooses to object to any renewals, a hearing would then take place. Mr. Laxton asked what happens to a license that is not being used. Solicitor Hess said it could be sold. Mr. Sadler informed Council they could reach out to the Department of Commerce website for any violations that might be on file and it wasn't up to us to inform people of the violations. Solicitor Hess said that was correct. Mr. Wissinger asked if this is something that happens annually. Solicitor Hess said yes. At this time, there were no objections.

Solicitor Hess said his contract was up and needed to be renewed if Council chooses to do so. He said the terms and conditions remain the same and there was no increase in cost. Mayor Hammond informed Council on how much

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money has been spent over the last few years in legal fees. The results are 2009 - \$ 23,107.38; 2010 - \$ 31,168.95; 2011 - \$ 40,092.82; 2012 - \$ 51,140.63; 2012 - \$ 845 (when Solicitor Hess took over); 2013 - \$ 15,755.92; 2014 - \$ 19,207.50. Mayor Hammond recommended to renew the contract with Solicitor Hess.

At this time, Mayor Hammond opened the floor for citizen's comments. Mr. Jim Kuzelka said he feels the income tax ordinance should not pass as an emergency. He said there are people that are not in favor of it. He said the Village needs to grow to attract more people. He said he would like to see bike paths connecting all the subdivisions in Commercial Point. He would like to see parks, clean up of Village property and a splash pad which all takes money. He said there is a large area in front of the school that could be used for a recreation center. Mr. Kuzelka said we are not getting any industry into this Village. He said the JEDD will bring in approximately \$ 24,000 per year and we if the income tax reduction goes into place, we will be losing \$ 106,000 per year. He feels we will be out \$ 80,000. He said some Council members ran on reducing the income tax and he understands that however operating on less money means a lot less done for the citizens of the Village. He doesn't want to see the Village go backwards. He said he is all for saving money but doesn't want to short cut the citizens. At this time, Mayor Hammond gave a review of money in the General Fund. He said when he started his term in 2012, there was a beginning balance of \$ 591,906.00 in the General Fund. He continued to say at 2012 year end, there was a balance of \$ 728,026 in the General Fund which included the failure of a levy that totaled a decline in funds of approximately \$ 90,000. He said \$ 84,735 was spent on roads in 2012 and no sidewalks were installed. Mayor Hammond reported at 2013 year end, the General Fund balance was \$ 772,635. He said \$ 161,299 was spent on roads and \$ 93,444 was spent on sidewalks. Mayor Hammond said we will end year 2014 with very close to \$ 980,000 in the General Fund. He said this is a \$ 390,000 increase from when he started. He said \$ 93,222 was spent on roads in 2014 with no money spent on sidewalks. Mayor Hammond said drainage issues have been taken care of along Front Street and other places throughout the Village. He said he never ran on reducing the tax and would oppose any additional taxes. He said he agrees with Mr. Kuzelka that there are a lot of things that Village needs from the past and moving forward. He said he had asked for sidewalks since day 1 and will be back on that campaign this coming year. Mayor Hammond said with the road improvements, some sidewalks and the walk path from Walker Point, Council has spent approximately \$ 400,000 out of the General Fund on these improvements. He said that Council has grown the General Fund budget \$ 390,000 and doesn't feel the citizens have been short changed. He said the police department has been increased by 1/3 and every employee in the Village has received a substantial % of increase in wages. Mayor Hammond said we will start the new budget with \$ 980,000 in the General Fund and these are hard factual numbers. He said we have grown the budget/Village without the levy being in place and have increased the General Fund by \$ 390,000. Mr. Kuzelka asked why not spend some of the money then. Mayor Hammond said the six people sitting on Council control the money. He said he made a verbal commitment that he will not leave the Mayor's office, unless there would be a catastrophe that he cannot control, with less than \$ 500,000 in the reserve. He said he feels this is enough money to get by for a year and a half, along with the other money coming in. He said he wanted the public to know that there has been some huge money spent on capital improvements and we have been able to grow the budget without the levy dollars. Mr. Kuzelka said he understood the road improvements and the storm drain repairs that needed to be done. He said he wasn't an advocate of sidewalks but is now because of the amount of use they are getting. He feels there are still more projects that need to be done. He said he could see the dollars and cents that Mayor Hammond put together, however he still thinks money needs to be spent and no short change the residents but give them the things they want to have. He said there has been several hours spent discussing the police department. Mr. Kuzelka feels we have money to spend to supplement the police department and get it up to a non-training department. He is tired of seeing it as a training ground and feels there is money in the budget to get it where it needs to be. Mr. Kuzelka said the Village has wants and needs and he wants to see them resolved. He said he can't stand and debate the numbers because he isn't prepared to tonight. Mayor Hammond thanked Mr. Kuzelka for his time.

At this time, Mr. Scott O'Neil stood up and thanked Mayor Hammond and Fiscal Officer Hasting for their time in getting the lights on the flag pole fixed. He said the people are not coming to Council meetings, beating the doors down to get the income tax reduced. He said it was a big fight 7 years ago, but everyone has forgotten about it by now. He said instead of reducing the tax, let's use it for something good: hire another police officer, new/more sidewalks, and blacktop paths. He said rather than hoard our money, let's spend it on things we need. He said the government's job is to spend the tax dollars, not hoard it. He said he would like to pay nothing in taxes, however he likes having nice roads to drive on and having a police department nearby. He asked Council to not reduce the income tax and to leave it where it is at. He said there is no one coming in crying about it. He asked to use the money on something good for the Village.

Mr. Mike Struckman asked if Mayor Hammond was still the main contact for when to remove the snow. Mayor Hammond said it was either himself, Village Administrator Shelton or Councilman Shelton. Mr. Struckman said there

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are still a few trees in Walker Point that are in the roadways. He said they will just go around them when they are plowing the streets. There was some discussion as to where these trees are located. Mr. Struckman said he would go for a ride with Mayor Hammond and let him know which ones he is talking about. Mayor Hammond informed Council of the arrangement that is in place right now and asked Council for their opinion. He said if the township roads are being plowed, the Village roads will be plowed as well. He said sometimes the township roads will need to be plowed due to drifting snow and the Village roads will not need to be plowed. Mayor Hammond said if the township roads are in need of being salted, then the Village roads will be salted as well. He asked Council if they had any objections to this arrangement. There were no objections. Mr. Struckman said last year there were people that would stand in the roadways and not allow the streets to be plowed in that area. He asked Council what they would like him to do in this type of situation. Mayor Hammond told Mr. Struckman that he is to call the Police Department immediately and the people will be arrested as far as he is concerned. Mayor Hammond said we have the right to declare a snow emergency and the people have to get their vehicles off the road. He said if these people are obstructing, they need to be removed from the street. He said at that point it is up to the officer and they can do whatever they feel is appropriate. Mr. Struckman said it isn't right that they have to have threats from these people. Mayor Hammond said if they receive threats, it needs to be reported to our police officers and they can deal with it. Mr. Struckman asked if Commercial Point's officers are not on duty, then who should be called. Mayor Hammond said the Sheriff should be called. Mayor Hammond said the township drivers have total support and discretion as to how they handle these situations. Mr. Sadler asked if something could be placed on the water bills to have people move their vehicles during a snowfall. Solicitor Hess said if the people didn't know any better, putting it on the water bills wasn't going to make a difference either. Mayor Hammond said this is an administrative issue and it is up to the township drivers to use their discretion. He suggested driving around the person who is obstructing and then call the authorities. Mr. O'Neil said there is a law about putting items in the roadway and the person can be cited into Mayor's Court. Mr. Struckman said there are a lot of basketball poles in the roadways as well. Mayor Hammond said that is the responsibility of our police department to have these removed. He said he will speak with Chief Jordan regarding these. Village Administrator Shelton asked Mr. Struckman how we are doing on salt. Mr. Struckman said the township has bought all the salt and will bill the Village for what they use. Mayor Hammond suggested to Council that they take the time to do a ride-a-long with Mr. Struckman while he is plowing snow. He said the work they do is much appreciated.

Mr. Matthew Karg informed Council that he was the new Vice President of the Racing Committee. He said he looks forward to keeping Council informed of what is going on with the races. He said a new revised contract will be forthcoming. He said there was a good turnout for the race meeting and is in hopes the people stay on board and continue with offering the help.

### Legislation:

**Resolution 17-2014** – A RESOLUTION TO MAKE TEMPORARY APPROPRIATIONS FOR CURRENT EXPENSES AND OTHER EXPENDITURES OF THE VILLAGE OF COMMERCIAL POINT, OHIO DURING THE FISCAL YEAR ENDING DECEMBER 31, 2015. Mr. Geiger made a motion, seconded by Mr. Wissinger to adopt Resolution 17-2014. A roll call vote was taken: Mr. Shelton – Yes; Mr. Wissinger – Yes; Mr. Laxton – Yes; Mr. Geiger – Yes; Mr. Sadler – Yes. The motion passed.

**Resolution 20-2014** – A RESOLUTION TO RATIFY THE REALIGNMENT OF MONIES WITHIN THE SEWER FUND FROM THE CAPITAL OUTLAY FUND 5201-549-590 AND TRANSFER IT TO THE OTHER – PERSONAL SERVICES PLANT OPERATOR FUND 5201-549-190-1008 AND DECLARE AN EMERGENCY. Mr. Shelton made a motion, seconded by Mr. Sadler to waive the three readings. A roll call vote was taken: Mr. Shelton – Yes; Mr. Wissinger – Yes; Mr. Laxton – Yes; Mr. Geiger – Yes; Mr. Sadler – Yes. The motion passed. Mr. Shelton made a motion, seconded by Mr. Sadler to adopt Resolution 20-2014 and declare an emergency. A roll call vote was taken: Mr. Shelton – Yes; Mr. Wissinger – Yes; Mr. Laxton – Yes; Mr. Geiger – Yes; Mr. Sadler – Yes. The motion passed.

**Resolution 21-2014** – A RESOLUTION TO RATIFY THE REALIGNMENT OF MONIES WITHIN THE WATER FUND FROM THE CAPITAL OUTLAY FUND 5101-539-590 AND TRANSFER IT TO THE OTHER-PERSONAL SERVICES PLANT OPERATOR FUND 5101-539-190-1008 AND DECLARE IT AN EMERGENCY. Mr. Shelton made a motion, seconded by Mr. Geiger to waive the three readings. A roll call vote was taken: Mr. Shelton – Yes; Mr. Wissinger – Yes; Mr. Laxton – Yes; Mr. Geiger – Yes; Mr. Sadler – Yes. The motion passed. Mr. Sadler made a motion, seconded by Mr. Geiger to adopt Resolution 21-2014 and declare an emergency. A roll call vote was taken: Mr. Shelton – Yes; Mr. Wissinger – Yes; Mr. Laxton – Yes; Mr. Geiger – Yes; Mr. Sadler – Yes. The motion passed.

**Resolution 22-2014** – A RESOLUTION AUTHORIZING AND DIRECTING THE VILLAGE ADMINISTRATOR AND/OR MAYOR OF THE VILLAGE OF COMMERCIAL POINT TO ENTER INTO A CONTRACT EFFECTIVE IMMEDIATELY AND CONTINUE THROUGH DECEMBER 31, 2016 WITH MICHAEL HESS AND HIS LAW FIRM FOR SERVICES AS VILLAGE SOLICITOR AND DECLARING AN EMERGENCY. Mr. Laxton made a motion, seconded by Mr. Sadler to waive the three readings. A roll call vote was taken: Mr. Shelton – Yes; Mr. Wissinger – Yes; Mr. Laxton – Yes; Mr.

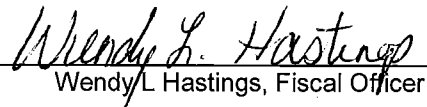
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Geiger – Yes; Mr. Sadler – Yes. The motion passed. Mr. Shelton made a motion, seconded by Mr. Sadler to adopt Resolution 22-2014 and declare an emergency. A roll call vote was taken: Mr. Shelton – Yes; Mr. Wissinger – Yes; Mr. Laxton – Yes; Mr. Geiger – Yes; Mr. Sadler – Yes. The motion passed.

**Ordinance 2014-03** - AN ORDINANCE AMENDING CHAPTER 171 SECTIONS 171.03 AND 171.10(a) OF THE CODIFIED ORDINANCE OF THE VILLAGE OF COMMERCIAL POINT, OHIO, MODIFYING THE VILLAGE INCOME TAX RATE TO (.75%) AND DECLARING AN EMERGENCY. Mr. Wissinger made a motion, seconded by Mr. Laxton to waive the three readings. Mr. Sadler asked why we needed to suspend the three readings. Mr. Wissinger said to be able to allow RITA the time to get the information out to employers. Solicitor Hess said the waiving of the three readings does not determine when this would go into place. He said passing it as an emergency allows it to be effective immediately, while passing it without the emergency language would mean it wouldn't go into effect for 30 days once it has been signed off on. Solicitor Hess said it would take 5 "yes" votes to waive the three readings and a 2/3 vote of Council to pass as an emergency. A roll call vote was taken at this time. Mr. Shelton – Yes; Mr. Sadler – No; Mr. Wissinger – Yes; Mr. Laxton – Yes; Mr. Geiger – Yes. Solicitor Hess said the motion did not pass and the three readings are not waived. Mayor Hammond reread the Ordinance as title only. He said the second reading would be held at a Special Meeting before the COW meeting. Mayor Hammond explained that if this was going to be a reality, we have a deadline with RITA so they can get the information out. He said they suggested starting at the beginning of the year. Mayor Hammond said if the reading do not get waived at the Special Meeting that will be held before the next COW meeting, we will have to have another Special Meeting before the end of the year which would cost the Village \$ 300 to have.

Mr. Shelton made a motion, seconded by Mr. Wissinger to adjourn the meeting. All members were in favor. The meeting adjourned.

  
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Joe Hammond, Mayor

  
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Wendy L Hastings, Fiscal Officer

**VILLAGE OF COMMERCIAL POINT  
COUNCIL MEETING MINUTES  
December 1, 2014**

To: Council  
Date: November 26, 2014  
Subject: Administrative Employees Wage Payment Schedule



Members of Council,

The topic of benefits, wages and positions has been a continued item of discussion. I have given much thought and prayer as to how to address all these items and yet be fiscal responsible. The following are my suggestions, using present and suggested changes.

<u>POSITION</u>	<u>CURRENT RATE</u>	<u>SUGGESTED RATE</u>	<u>TOTAL ADDED COST</u>
<b>MAYOR</b>	\$ 15,000.00	\$ 15,000.00	\$ 0.00
<b>VILLAGE ADMIN</b>	\$ 4,000.00	\$ 4,000.00	\$ 0.00
<b>POLICE CHIEF</b>			
(Part Time 30 hours)	\$ 16.00 - \$ 18.00/hour	\$ 16.00 - \$ 20.00/hour	\$ 4,179.04
(Full Time)	\$ 36,000.00/year	ELIMINATE	(\$ 36,000.00)
<b>POLICE SERGEANT</b>			
(Part Time 30 hours)	\$ 14.00 - \$ 16.00	NOT FUND	\$ 0.00
(Full Time)	\$ 31,000.00/year	ELIMINATE	(\$ 31,000.00)
<b>POLICE OFFICER</b>			
(Part Time 30 hours)	\$ 12.00 - \$ 14.00/hour	\$ 12.00 - \$ 16.00/hour	\$ 4,179.04
(Less than 30 hours)	\$ 12.00/hour	\$ 12.00 - \$ 16.00/hour	\$ 2,089.52
<b>FISCAL OFFICER</b>	\$ 42,000 - \$ 44,000	\$ 32,000 - \$ 46,000	\$ 2,353.84 **
<b>ADMIN ASSIST</b>	\$ 10.00 - \$ 12.00/hour	\$ 10.00 - \$ 12.00/hour	\$ 0.00
<b>ZONING INSPECTOR</b>	\$ 2,860 - \$ 3,000+ fees	\$ 2,860 - \$ 3,500+fees/year	\$ 588.46
<b>PLANT SUPERINTEND</b>	Please see the 2014	Please see the proposed chart	\$ 2,353.84 **
(Full Time)	chart		
<b>PLANT OPERATOR</b>	Please see the 2014	Please see the proposed chart	\$ 2,353.84 **
(Full time)	chart		
<b>PLANT OPERATOR</b>	Please see the 2014	Please see the proposed chart	\$ 0.00
(Part Time)	chart		

These are suggestions only but I feel if we are going to attract and retain good associates, we must be more competitive. Please call, text or email me if you have any questions. This will be on the agenda Monday, December 1, 2014.

Respectfully yours,

Joe Hammond

\*\*Fiscal Officer Position – (\$588.46 General - \$ 882.69 Water - \$ 882.69 Sewer)

\*\*Utility positions – split 50/50 between Water and Sewer